



Accountability, Review and Challenge (ARC) Groups

1. Remit, Roles and Responsibilities

The ARC group has the remit to ensure **Accountability** of school's leaders through a systematic process of monitoring and proactive engagement; to **Review** school's progress against targets outlined in SEF, RIG and school development plans, ensuring a deep dive review extends to reviewing decisions made, and; to **Challenge** performance and progress, including the decisions made to achieve such progress.

The ARC group will systematically hold school's leaders to account; rigorously reviewing and challenging performance and progress as appropriate. The group will monitor the school's performance and progress compared to the desired outcomes outlined in the respective school's SEF, RIG documents and development plans. The documentation and plans will be challenged where required to ensure the desired outcomes are Specific, Measurable, Accurate, Realistic and Timely (SMART).

The ARC group will strike a balance between supporting school leaders and providing constructive challenge, the latter of which will hold school leaders to account for the quality of the school's provision, the decisions made in achieving progress and its impact on outcomes for pupils

A key role of the ARC group will be to constantly reflect on their effectiveness as a group to discharge the remit to hold school's leaders to account and to ensure the impact on outcomes for pupils is positive. The group will respond to this self-reflection and will adapt as necessary to maximise their effectiveness.

2. Membership

The ARC group will comprise of members who have individual and collective skills and knowledge to equip the group to ask challenging questions, focused on performance improvement, and hold leaders to account for pupils outcomes.

The membership structure will, as a minimum, be as follows:

- Independent Chair
- Parents x 2
- Community x 2
- School Improvement Project Director (Leading Pupil Premium)
- Attendance, Projects & Policies Director (Leading Attendance)
- Director or School Improvement (Leading Safeguarding)

Group membership will be via invitation of the Trust board.

3. Process

The ARC group will formally meet with school's leaders on a half termly basis. Prior to this meeting the group will be provided with relevant information for the members to review, scrutinise and analyse. The group Chair may request additional information prior to the meeting to assist in achieving the remit of the group. This will allow the group to produce an agenda containing succinct questions for school leaders during the meeting in pursuance of their remit and objective to improve pupil outcomes. The ability of the group to review information and set questions prior to the meeting will ensure the meetings are not weighed down with superfluous or irrelevant matters but are professional, succinct and direct.

Information provided to the ARC group will include, but will not necessarily be restricted to, information from the following sources:

- RIG meetings (held every two weeks at each Academy during term time)
- Task and Challenge Groups (held regionally every three weeks during term time)
- School Development Plans
- Self Evaluation documents

The ARC meetings will be conducted with candour and integrity from all involved in the knowledge that the purpose is to work together to improve the performance and progress of the school to the benefit of pupils.

The meeting agenda and questions produced by the group Chair will be followed with tangential challenges being made if required. School leaders will share headline information regarding the school's progress and position, including positive and negative elements if relevant. Questions posed by the group will challenge assumptions and support effective decision making; the group will not shy away from asking questions to achieve explanation or clarification.

Summary information from each ARC group meeting will be reported to the Trust Operations Board and Trust Board.

The process will support honest, insightful self-evaluation by the school, recognising problems and supporting the steps needed to address them. Crucially this process will develop reasoned decision making and produce cross-pollination of good practice across all of our academies, support services and students. The ARC group will make a strong contribution to robust planning for improvement.